

February 22, 2008

Mary A. O'Connor
Commissioner of Accounts and Finance
Village of Palos Park
8999 W. 123rd Street
Palos Park, Illinois 60464

Dear Mary:

Thank you for allowing SolomonEdwardsGroup, LLC (SEG) to provide the Village of Palos Park (Palos Park) with Consulting and Advisory Services in support of your ongoing operations. We truly appreciate your interest in our firm and the potential opportunity to provide our integrated suite of professional services in support of Palos Park's objectives. Prior to the beginning of an engagement, we will work with Palos Park to outline specific project scope, deliverables and fee estimates. Included as an Appendix to this document are SEG's Standard Terms & Conditions.

About SolomonEdwardsGroup, LLC

SEG is a CFO services firm headquartered in Philadelphia with regional offices in Atlanta, Chicago, Dallas/Fort Worth, Houston, Kansas City, New Jersey, Washington, D.C. and an international network of affiliates in over 100 countries. SEG is uniquely positioned to offer Palos Park a comprehensive suite of solutions that will enable it to achieve its objectives.

SEG consultants bring high level experience and counsel to business-critical finance and accounting projects, implementations and strategic initiatives to drive quality business outcomes. Most are CPAs and many are MBAs with industry, Big Four or other public accounting firm experience. We provide talent, perspective and action in the following areas:



Relevant Experience

SEG has extensive experience in serving the needs of our clients with Internal Control Documentation and Optimization, Sarbanes-Oxley compliance and Accounting & Systems support. We have proudly served a diverse group of clients spanning multiple industry sectors. Below is a representative list of the clients SEG has served in these capacities:

Client	Type of Work Performed
Electro-Motive Diesels	Accounting Policy Documentation and Process Optimization
Georgia Pacific, Inc.	Accounting Policy Documentation; Internal Audit Optimization
Incyte Corporation	Accounting Policy Documentation; Internal Audit Optimization
Tasty Baking Company	Accounting Policy Documentation; Internal Audit Optimization
Viasys Healthcare, Inc.	Accounting Policy Documentation
Leo Burnett USA	Accounting Policy Documentation; Sarbanes-Oxley Compliance
Navigant Consulting	Sarbanes-Oxley Compliance
Butler International	Sarbanes-Oxley Compliance
GMH Communities	Sarbanes-Oxley Compliance
Archdiocese of Chicago	Compliance Audit

Scope and Nature of Work

SEG will serve as business consulting and advisory partner for Palos Park. Based upon our preliminary discussions we have noted that Palos Park requires assistance in documenting and, where deemed appropriate, improving its internal controls and accounting processes. SEG will tailor our approach to this project based upon our understanding of and experience with Generally Accepted Auditing Standards ("GAAS"), as promulgated by the American Institute of Certified Public Accountants, including the recent clarifications to those standards set forth by Statements on Auditing Standards 104 through 111 ("SAS 104-111"). SEG professionals have experience applying GAAS as public accountants, internal auditors and industry accountants.

This project may incorporate specific, additional project requests as they arise. The scope and nature of these discreet projects will be mutually agreed upon prior to the discreet project commencement.

Methodology

Based upon our understanding of your request, the following are the key objectives that Palos Park wishes to accomplish during the course of our work:

1. Consult with Village staff regarding the attributes of a superior internal controls system with particular focus on accounts payable and utilities billing.
2. Provide assistance to outline and complete a policy manual.

3. Review the policy manual produced by the Village staff noting any inaccuracies, segregation of duties issues or other needed improvements.
4. Assist in the design and implementation of new controls as deemed necessary.

To accomplish these objectives, SEG will develop a detailed project plan and execute that plan in four primary stages:

1. Introduce best-practice internal controls documentation to Palos Park (including templates and best-practice approach)
 - a. Initial meeting to scope out details of needs
 - b. Introduce/share Templates & Examples (particularly: A/P and Billing)
 - c. Answer ongoing Questions
2. Develop formal Policy Manual
 - a. Policy Manual Templates will be shared as per above (1.b.)
 - b. Development of Policy Manual: majority of work performed by Palos Park personnel
 - c. Provide best-practice advice during manual preparation
3. Review Policy Manual
 - a. Review to identify controls, control gaps
 - b. Review for best practice recommendations
 - c. Make editing suggestions, as necessary
4. Assist in Policy and Controls Process Implementation
 - a. Re-write policy manuals (as agreed by Palos Park) to incorporate new internal controls
 - b. Provide instruction to staff
 - c. Validate implementation effectiveness

In order to support Palos Park in its effort to document its internal controls, SEG will assume responsibility for the following:

- Provide qualified, experienced consultants to perform the work described in this proposal (please refer to the profiles attached at the end of this document).
- Recommend "best practices" internal controls documentation techniques, as necessary, based upon our experience and expertise.
- Supply tools, including policy/procedure manual templates, as necessary, to support the development of a "best practices" set of detailed policy manuals outlining Palos Park's internal controls.
- Following SEG's Approach to delivering client services, Chris Denver will provide engagement scoping and quality assurance services to ensure that Palos Park's expectations are met on an on-going basis.
- Maintain awareness of risks/developments and changes within Palos Park that might impact the project effort.
- Demonstrate solid overall business knowledge and understanding of Palos Park's operations.
- Contribute to the development or modification of company policies, procedures and administrative requirements, as instructed by the Commissioner of Accounts and Finance, the Village Administrator and/or the Finance Director.
- Assist the Commissioner of Accounts and Finance, the Village Administrator and the Finance Director to foster awareness of and appreciation for the importance of strong internal controls to Palos Park employees across the Village.
- Provide regular project status reporting to stakeholders.

In consultation with the Commissioner of Accounts and Finance, the Village Administrator and the Finance Director, SEG will recommend incorporation of elements of our Services methodology as appropriate and where consistent with the overall approach to serve Palos Park on this project.

Fees and Billing Information

SEG is pleased to offer Palos Park the following fee structure for our Services:

<u>Level</u>	<u>SEG Core Consulting Hourly Rates</u>
Consultant	\$125
Senior Consultant	\$150
Manager	\$175
Senior Manager	\$200
Principal / Director	\$225

Based upon our initial estimates, SEG is expecting to incur a total of 49 hours on this project, mainly using a Senior Consultant (Nick Nista) and a Senior Manager (Chris Denver) as resources (please see profiles attached to this Engagement Letter). This equates to an initial project fee estimate of \$8,575. Under no circumstance will the total project fee exceed \$9,999 without the prior, written consent of the Commissioner of Accounts and Finance.

Accounting Operations, Business Performance, Internal Audit and Corporate Governance (SOX) services are typically billable at the Core Consulting Hourly Rates depending on the resources required to complete the assignment. Prior to the commencement of an engagement, SEG and Palos Park will together determine the appropriate resource requirements based on the identified business needs. We can also provide an estimate as to expected duration and fees for each discreet project.

All reasonable and customary out of pocket expense costs incurred by SEG during the course of an engagement with Palos Park are the financial responsibility of Palos Park. Billable expenses will include automobile travel expenses including tolls and mileage incurred in excess of each consultant's normal daily commute. Standard rates prescribed by the United States Internal Revenue Code will be utilized for the purpose of calculating billable mileage. In the event that out of town travel is required, all reasonable and pre-approved travel and expense costs will be the financial responsibility of Palos Park. Travel hours will be billable for travel time incurred in excess of two hours per day traveled during the standard work week. Travel hours incurred on weekends or holidays will be billable in entirety. All billable travel hours will be billed at 50% of the rates noted above.

SEG Terms & Conditions

This agreement is valid for 30 days. Upon acceptance, it remains valid until December 31, 2008, and can be renewed upon mutual agreement of Palos Park and SEG. If the terms and conditions of this agreement are satisfactory to you, please sign two copies of this letter and return one of them to SEG. Appendix 1 sets forth our Standard Terms & Conditions for your reference

Mary, we look forward to working with you and your team at Palos Park and we truly appreciate your confidence and your business.

Sincerely,



Brian G. Markley
Managing Director
SolomonEdwardsGroup, LLC

I accept the above agreement and terms of engagement



Mary A. O'Connor
Commissioner of Accounts and Finance
Village of Palos Park

Date

Appendix 1: SEG Standard Terms & Conditions

A. Changes in scope of the Services dictated by the Village of Palos Park ("Client") and changing conditions of law or delays or other events beyond SEG's reasonable control, including events described below, may require contract price and/or date of performance revisions to be agreed upon by both parties. In the event that performance on the part of either party is delayed or suspended as a result of circumstances beyond its reasonable control such as Acts of God or other force major event, and without its fault or negligence, then the period of performance and term of this Agreement shall be extended to the extent of any such delay and neither party shall incur any liability to the other party as a result of such delay or suspension.

B. SEG's performance hereunder is contingent upon the cooperation of Client, including the supply to SEG of adequate resources and information as mutually agreed upon pursuant to this Agreement. If any delays in SEG's performance occur as a result of failure or untimely performance by Client and/or vendors, the term of this Agreement shall be extended to the extent of any such delay and SEG shall not incur any liability to Client as a result of such delay. If such delays last for thirty days or more, SEG shall be entitled to terminate this Agreement by giving written notice to Client, such termination to be effective on the date indicated in said notice.

C. SEG will exercise due professional care and competence in the performance of the Services. SEG will operate as an independent contractor and not as an agent of Client. Neither SEG nor its employees, suppliers or agents shall be deemed under any circumstances to be agents, employees or servants of Client. Client must provide SEG with written notice of any deficiencies in the Services within ninety (90) days of completion of the Services. For any breach of the above warranty so notified to SEG, Client's exclusive remedy, and SEG's entire liability, shall be the re-performance of the Services.

D. Except for direct damages arising from SEG's gross negligence or willful misconduct, to the fullest extent permitted by applicable law, the total aggregate liability to Client of SEG and its consultants and subcontractors, collectively, regardless of whether such liability is based on breach of contract, tort, strict liability, breach of warranties, failure of essential purpose or otherwise, under this Agreement or with respect to the Services shall be limited to direct damages in an amount not to exceed the fees paid by Client to SEG under this Agreement. If SEG is working on a multi-phase engagement for Client, SEG's liability shall be limited to direct damages in an amount not to exceed the fees paid to SEG for that particular phase that gives rise to the liability. The above limitation shall not apply to death, bodily injury, or injury to physical property caused by SEG's negligence. In no event shall SEG be responsible for consequential, indirect, special or punitive damages.

E. Neither party shall disclose Confidential Information (as hereinafter defined) of the other party. The receiving party shall use the same degree of care as it uses to protect its own confidential information of like nature, but no less than a reasonable degree of care, to maintain in confidence the confidential information of the disclosing party. The foregoing obligations shall not apply to any information that (i) is at the time of disclosure, or thereafter becomes, part of the public domain through a source other than the receiving party, (ii) is subsequently learned from a third party that does not impose an obligation of confidentiality on the receiving party, (iii) was known to the receiving party at the time of disclosure, (iv) is generated independently by the receiving party, or (v) is required to be disclosed by law, subpoena or other process. Client agrees to allow SEG to store and use Client's business contact information, including names, business phone numbers, and business e-mail addresses, anywhere they do business. Such information will be processed and used in connection with our business relationship, and may be provided to SEG business partners who promote, market, and support certain SEG services, and assignees SEG for uses consistent with our business relationship. SEG may cite Client's name and the general nature of the services we performed for you to our other customers and prospective customers as an indication of SEG's experience, unless Client and SEG both specifically agree otherwise in writing.

F. Approval. Deliverables and reports provided to Client by SEG will be reviewed and approved by the representatives appointed by Client. Client shall accept or reject each deliverable or report within fifteen (15) days of receipt. Each such deliverable and report shall be deemed accepted unless rejected in writing within fifteen (15) days following delivery thereof. Acceptance shall not be unreasonably withheld. Any rejection shall be in writing and specifically state the manner in which the deliverable or report is materially defective. For purposes of this Agreement, fifteen (15) days shall constitute a reasonable period for the Client to determine acceptance of SEG's performance. SEG shall use commercially reasonable efforts to make the modifications necessary to correct such material defects.

G. Term and Termination. This Agreement will terminate when the services have been completed. In the event of the breach of this Agreement by either party, the non-breaching party may terminate this Agreement if said breach is not cured within thirty (30) days after notice by non-breaching party has been provided. Client shall pay SEG for work-in-progress and services incurred prior to the effective date of termination.

H. Taxes and Payment. Any applicable taxes incurred in connection with the Services or Deliverables (except for taxes imposed on income) will be billed to, and paid by, Client, in addition to fees. SEG invoices will be issued weekly based on the hours completed during the previous week. Client will pay SEG upon receipt of invoice.

I. Non-Solicitation of Personnel. Client shall not solicit for employment any SEG full-time employee who is involved in the performance of this Agreement during the term of this Agreement and for a period of twelve (12) months following its termination except as may be agreed to in writing by both parties. If Client hires any SEG full-time employee during this twelve month period, a hiring fee of 50% of the full-time employee's annual compensation will be immediately due and payable.

J. Severability. If any portion of this Agreement is held to be void, invalid, or otherwise unenforceable, in whole or part, the remaining portions of this Agreement shall remain in effect.

K. Arbitration / Litigation: Either party may petition an appropriate court for equitable relief under this agreement, otherwise any controversy of claim arising out of or relating to this agreement or the Services (including any such matter involving any parent, subsidiary, affiliate, successor in interest of agent of the Client or of SEG) shall be submitted first to binding arbitration and if arbitration is not successful, then the parties may commence litigation in the federal or state courts located in the State of Pennsylvania. The arbitration proceedings shall be conducted under the then-current Commercial Arbitration Rules of the American Arbitration Association, before a panel of three disinterested arbitrators with appropriate technical credentials, knowledge and experience concerning the subject matter of this Agreement. The arbitration proceeding shall be conducted in the State of Pennsylvania. Unless the arbitrators for good cause determine otherwise, each party shall each bear one-half of the fees and expenses of the arbitrators and shall bear its own costs and attorneys' fees in connection with the arbitration proceedings. The arbitrators shall not have the authority to grant specific performance. All such matters shall be governed by the substantive laws of the State of Pennsylvania, without regards to its conflicts of laws.

L. Any consultation or recommendation either written or verbal provided by SEG with respect technical accounting or regulatory compliance should not be construed by Client as opinions rendered in accordance with the standards of the Public Company Accounting Oversight Board (PCAOB). All decisions regarding the application of generally accepted accounting standards or compliance with applicable laws or regulations including compliance with SEC reporting requirements are the responsibility of Client management and should be made subject to audit within the scope of attestation procedures performed by the Client's independent accountant in the normal course of business. SEG Consultants will not render an opinion on financial statements, nor sign on behalf of SEG to any financial statement or tax return while on assignment for Client.

M. Client's engagement of SEG should in no way be construed as assurance that the Client will obtain an unqualified opinion from its external auditors for any purpose, including under the provisions of Section 404 of the Sarbanes-Oxley Act. As prescribed by the Sarbanes-Oxley Act, the responsibility for designing and maintaining an internal control environment that supports accurate and timely financial reporting resides entirely with Client management. SEG will provide to the best of its abilities, guidance as to efforts that management may consider in an effort to achieve its strategic and compliance objectives. At all times, recommendations provided to management from SEG should only be evaluated by management in conjunction with its overall business objectives and any work completed or information gathered by management outside the scope of this engagement. Any management decisions arising from said recommendations are considered to be solely the responsibility of Client management.

Christopher M. Denver, CPA, MBA
Senior Manager

Areas of Expertise

- Internal Audit: Strategic and Tactical
- Sarbanes-Oxley
- SOX "Lite"
- Controllership: small company
- Bankruptcy Turn-Around
- Insurance Accounting and Auditing
- Reinsurance Accounting and Auditing
- SAP Post-Conversion Integration
- SEC Advisory

Education

- University of Notre Dame: BBA – Accounting
- University of Chicago: MBA – Finance, Statistics & Accounting

Technical

- CPA

Industries

- Manufacturing
- Communications/Advertising
- Finance Company
- Insurance
- Reinsurance
- Broker/Dealer
- Retail
- Banking

Recent Engagements

- Terra Nova Financial Group: Internal Audit Outsource
- Electro-Motive Diesel: strategic and tactical Internal Audit; SAP Post-Conversion Integration
- Brunswick: Internal Audit Co-Source
- Leo Burnett: full SOX 404

Chris Denver has over 18 years of experience and brings a diverse career of auditing, accounting management, financial analysis and internal controls experience to the SEG Business Consulting & Accounting Practice. His experience includes roles as a Chief Audit Executive (CAE), Controller, Assistant Controller, Accounting Manager and Internal and External Auditor.

During his tenure at SEG, Chris has developed a strategic Internal Audit function, including performing a risk analysis of the company, prioritizing work, aligning appropriate resources, designing a staffing plan and executing audits under a co-sourcing arrangement. Chris led an initiative to document all key process policies and procedures in advance of the external audit.

Chris has led the implementation of a Sarbanes-Oxley 404 Compliance Program at several clients in a variety of industries. In this role, he was responsible for establishing and maintaining the project plan as well as escalating all deficiencies to client senior management and proposing solutions. Chris led regular status update meetings with a Steering Committee formed with key client personnel, including the CFO and COO. He conducted and managed an SEG consulting team in performing walk-throughs covering all business processes to identify, develop and document key processes, controls and design deficiencies. He led his SEG team in creating narratives, business process flows, and test plans for all of the company's main functional areas.

Professional Accomplishments

- Performed a company wide risk assessment for audit purposes.
- Provided strategic direction to developing Internal Audit departments.
- Assisted client with post-conversion integration of SAP 4.7
- Identified key controls and developed resolutions for control deficiencies.
- Managed a full SOX 404 Year One implementation.
- Conducted a SOX "Lite" implementation of significant processes.
- Created accounting procedures and policies for an accounting department of a \$3.5 billion company.
- Conducted Internal Audits at a client under a co-sourcing arrangement.
- Provided strategic internal audit direction to a client in an out-sourcing arrangement.
- Spoke on "Fraud Examiner or Auditor: What Am I?" at the Blue Cross/Blue Shield Association annual conference in 2007.
- Spoke on "COSO and the Small Audit Shop" at the 2006 General Audit Management (GAM) Conference, sponsored by the Institute of Internal Auditors.

Professional Experience

Before joining SEG, Chris was the Chief Audit Executive (CAE) for *Whitehall Jewellers*. In this role, he created a strategic Internal Audit function that achieved the external auditor's maximum reliance just nine months after inception. Previously, Chris has been an Assistant Controller at *Unitrin Insurance Company*, where his responsibilities included preparing and reviewing financial statements and SEC reports, writing the MD&A and supporting the company's compliance with new accounting pronouncements. Prior to this role, he was a Vice President and Controller for *MFN Financial Corporation*, where he was responsible for all day-to-day accounting activity, financial reporting and SEC reporting. Chris has served at various levels of accounting and auditing management in insurance and reinsurance companies and was a public accountant at *Coopers & Lybrand*.

Education/Certifications

Chris earned his MBA in Finance, Accounting and Econometrics & Statistics from The University of Chicago's Graduate School of Business. Chris earned his BBA – Accounting from the University of Notre Dame. Chris became a Certified Public Accountant in 1992.

Kumar Setty, CISA IT Audit Manager

Areas of Expertise

- Internal Controls – SOX 404
- Database Security
- SDLC
- IT Audit
- IT Risk Assessment
- IT Quality Assurance
- SEI-CMM
- CobiT
- ISO-17799

Technical

- Oracle Applications
11.5.10/11i
- Oracle Database (SQL,
PL/SQL, Administration)
- MySQL
- Database Design, Modeling,
Tuning
- Change Control
- UNIX
- ACL
- VBA
- Visio
- Microsoft Office Suite

Industries

- Financial Services
- Manufacturing
- Automotive
- Relocation
- Hotels/Hospitality

Recent Engagements

- IT Risk Assessment
- IA/SOX 404 – Financial & IT
- Entity Level Assessment
- IT Audit – GCC & Application
Controls
- Business Continuity
Management
- Oracle Financials & DB
Reviews
- Segregation of Duties

Kumar Setty has eight years experience in: Process Modeling, System Analysis, Design, Development, Conversion, Customization, Interfacing, and Implementation of business applications using ERP, Client/Server and Internet technologies. Kumar also has five years experience in all aspects of IT audit and over three years in Sarbanes-Oxley compliance (IT and financial).

Kumar's past experience includes: roles including all aspects of the SDLC (system development life cycle), database administration/development, IT risk assessment, risk framework development, policies/procedures development, control remediation strategies, ISO-9000, and five years of supervisory experience in automotive manufacturing.

Key Project Experience & Accomplishments:

- Played a key role in enabling a client in the Relocation Services segment to reduce its IT material weaknesses from fifteen in FY2005 to zero in FY2006.
- For three Financial Services clients – successfully performed every role for SOX 404 Compliance efforts – project manager, framework development, controls identification, testing, reporting, and remediation.
- Developed policy framework and authored security policies and procedures based on this framework.
- Developed queries and custom security violation reports for Oracle databases.
- Performed interface development and modifications between Oracle Financials and external and legacy systems – over 20 KLOC (thousand lines of code) of PL/SQL code.
- Designed spreadsheet testing templates and performed detailed testing of spreadsheets.
- Identified material weaknesses in Payroll Processes (IT & Manual Controls) – risk exposure of £15 million Pounds Sterling (equiv. to \$30 million). In addition, identified security violations in the Fixed Asset system – risk exposure of over £25 million (equiv. to \$50 million). Successfully remediated all control deficiencies with the assistance of the CIO, Payroll Manager, third-party payroll processor, and IT Director.
- Developed remediation strategies for high exposure and critical SOD violations for custom and off-the-shelf systems.
- Performed privacy audits, identified security breaches, and assisted client IT management in resolution of data breaches.
- For a large insurance broker - authored draft version of Recovery and Business Continuity manual for Policy Management System – representing over 7000 unique users and a large percentage of premiums for the client.

Professional Experience

Before joining SEG, Kumar Setty was a Sr. Field Consultant for Accretive Solutions. In this role, Kumar managed a team of consultants in SOX 404 compliance and IT Audit. Previously, Kumar worked for Protiviti as a Senior Consultant on a variety of projects relating to: SOX 404, IT Risk Assessment, Business Continuity Management, and IT Security. Prior to this role, Kumar worked for four years at Aon Risk Services, in a variety of roles: database developer, software development, QA, application support, IT auditing, business analysis, compliance, and special projects. In addition, Kumar worked for IExplore, Inc. as a DBA/developer and has over five years of experience in automotive manufacturing.

Education/Certifications

Kumar earned his BS in Chemical Engineering from the University of Rochester; an MBA from the University of Illinois, and has completed the requirements for the MS in Software Engineering from Carnegie Mellon University (School of Computer Science). Kumar is CISA certified.

Nicholas Nista, CPA Senior Consultant

Areas of Expertise

- Risk Management
- Fraud and Investigative Services
- Internal Audit
- Operational Audits
- Financial Reporting
- Business Process Improvement
- SOX Compliance

Technical

- Microsoft Office Suite
- Business Objects
- Essbase
- Oracle
- Bloomberg
- Quotron

Industries

- Financial Services
- Manufacturing
- Insurance
- Entertainment
- Banking
- Real Estate
- Government

Nick Nista has over 7 years of professional experience in financial reporting, general ledger analysis and clean-up, forensic services, internal audit and process improvement. As a member of SEG's Business Consulting and Accounting practice, Nick brings a variety of industry experience from both the public company and professional services sectors. Nick's experience with risk identification and management allows him to provide solutions that mitigate financial and operational exposure while maximizing organizational value and enhancement.

Professional Accomplishments

- Analyzed accounting transactions, reviewed business processes and developed "best practice" improvement recommendations for management.
- Participated in close process improvement initiative to streamline financial statement preparation including the implementation of enhanced workpapers and automation of spreadsheets that significantly increased accuracy and efficiency and allowed for future training and cross-training opportunities.
- Performed contract compliance reviews in various industries, highlighting findings in reports directed to senior management and outside legal counsel.
- Performed detail account investigations to identify root cause for aged reconciling items and to determine any acts of illegal behavior or policy non-compliance.
- Performed extensive research and resolution of corporate general ledger accounts as part of reconciliation clean-up projects for Fortune 500 domestic and global companies.
- Assisted in the preparation of Disaster Recovery and Business Continuity Plans and documented and tested effectiveness of IT controls as part of audit engagements.
- Generated quarterly and year-end GAAP and STAT financial statements for life and long term care insurance company.
- Compiled year-end audit supporting schedules to meet industry requirements and filed statutory statements with regulatory agencies.
- Assumed the role as the SOX liaison for the Financial Reporting department of a life insurance company, working directly with auditors to facilitate their review of SOX controls.

Professional Experience

Prior to joining SEG, Nick was a Senior Accountant in Financial Reporting for Bankers Life and Casualty where he was responsible for the preparation of quarter and year-end GAAP-based financial statements in addition to preparing statutory insurance reports. Nick also led the SOX 302 compliance efforts for the financial reporting function. Prior to that, Nick was a Senior Associate at KPMG, working in both the Forensic Services and Risk Advisory Services areas. During his time at KPMG, Nick performed audits to identify acts of non-compliance with financial and regulatory requirements. His deliverables included reports provided to outside counsel as well as recommendations to remediate identified control deficiencies. In addition, he completed financial and IT control audits as a provider of outsourced internal audit services. Nick led several account reconciliation efforts where he directed clean-up activities and facilitated process improvements resulting from a root cause analysis. Nick began his career in the mutual fund business providing financial analysis and accounting services followed by a reporting position at a title insurance company.

Education/Certifications

Nick received his Bachelor of Arts in Accounting from Loras College in Dubuque, Iowa, with a minor in Business. He is a Certified Public Accountant.